

SECRET

HOLD

# ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Questions on Overseas Premium Pay

FROM: James N. Glerum  
Director of Personnel  
Central Intelligence Agency

EXTENSION

NO.

DATE

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. James O. Bush  
House Permanent Select  
Committee on Intelligence
2. Subcommittee on Program  
and Budget, Authorization,  
Staff
3. Room H 405, Capitol

In our meeting of Tuesday, 24 August 1982, to discuss overseas pay eligibility, you requested some additional background data. Attached are brief answers to the four questions you raised.

I deeply appreciate your willingness to meet with us at headquarters and to candidly offer your guidance relative to satisfying the concerns of the Members.

Please let me know when you are ready to get together again.

Jim Glerum

## DISTRIBUTION:

- Orig - Addsee
- 2 - D/OP
- 1 - Subject
- 1 - Chrono

OP/Comp/Pay/ [redacted] bi (8/30/82) 25X1

also -1 - Keith Hall, OMB  
1 - James VanWagoner, New Approp. Com.

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1. Mr. Keith Hall  
 OMB

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15.

Dear Keith:

Attached are answers we are submitting to HPSCI in response to four questions on overseas pay raised by Jim Bush. This provides a brief background summary of the evolution of this problem from the beginning through the present.

Jim Glerum

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1. James S. VanWagenen  
House Appropriations Committee  
Subcommittee on Defense, Staff
2. Room H 144, Capitol

Dear Jim:

Attached are answers we are submitting to HPSCI in response to four questions on overseas pay raised by Jim Bush. This provides a brief background summary of the evolution of this problem from the beginning through the present.

Jim Glerum

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QUESTIONS ON OVERSEAS PREMIUM PAY

° Initial Agency precepts leading up to the need for Overseas Premium Pay:

-- The Agency has been aware for some time of the need to provide some type of incentive for our employees regularly assigned to foreign duty. Because of the deteriorating quality of overseas life, we had begun to experience difficulties in the mid-1970s in assigning our best people willingly to overseas posts. We began work in late 1978 and 1979 on developing a method of premium pay that would recognize the special demands which overseas service places on Agency personnel, thus allowing the Agency to place and retain employees in overseas positions.

° Changes, if any, which occurred at the time the IOD was implemented:

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-- The concept followed was basically the one developed earlier, although definitive criteria were incorporated at this time to limit coverage. The IOD was granted to all full-time permanent staff and contract employees serving PCS overseas who were U.S. citizens, whose appointments were greater than one year, and who worked a regularly scheduled tour of duty. Exclusions included: local-hire employees (whether contract or reinstated staff); part-time employees; and those employees who serve essentially at one location.

° Identification of career tracks included in terms of Agency needs today:

-- As you know, we attempted initially to devise criteria which would distinguish between type of facility  and found that this was unsatisfactory as a means of determining premium pay eligibility. The "commitment to overseas life" criteria suggested by OMB are implicitly more fair and would be much easier to administer.

25X1

-- This rationale follows the intent of the 1980 Foreign Service Act which implies that an FS employee must be prepared to accept an assignment overseas "anytime, anywhere, anyplace," and that he/she shall spend a substantial portion of his/her career overseas.

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25X1

For those employees in occupational series requiring recurring field rotations, we would propose that they sign service agreements at the outset of their careers pledging overseas commitment and thus earning premium pay eligibility while on permanent foreign duty.

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Approved For Release 2005/08/08 : CIA-RDP92-00420R000300110016-2

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